



Confidential Position Specification

Nedspice Group

Group HR Manager

October 2021

CONFIDENTIAL POSITION SPECIFICATION

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| Position | Group HR Manager |
| Company | Nedspice Group |
| Location | Rotterdam - The Netherlands |
| Employment | Part time 2 days per week |
| Reporting Relationship | Alfons van Gulick – Group Managing Director |
| Website | www.nedspice.com |

COMPANY BACKGROUND/CULTURE

Nedspice Group is a privately-owned group of companies with activities in the processing of spices, herbs and dehydrated vegetables. The group is headquartered in the Netherlands and operates processing factories in India and Vietnam. Sales offices are present in The Netherlands, USA, China and Vietnam servicing markets in EMEA, Americas and Asia respectively.

Distribution facilities are located in the Netherlands, United Kingdom, South Africa, China and the United States of America. Its business activities include sterilization, grinding and distribution of single spices, dehydrated vegetables and herbs.

Annually Nedspice delivers around 30,000 tons of products to a range of global customers. Turnover during 2018 was in excess of \$120 million of which 55% was realized in Europe, 20% in Northern America, 5% in South Africa and 20% in the Asia/Pacific region. Globally Nedspice employs 700 employees.

Appendix 1 describes our mission and values as well as our approach to business.

KEY RESPONSIBILITIES

The Group HR Manager will report to the Group Managing Director, but will work closely with the Managing Directors of Business Units in developing and coordinating group HR strategy, policy and systems. For the Dutch entities (25 FTE's) he/she will be responsible for all personnel issues including hiring, review planning, legal requirements, etc.

Nedspice Group implemented a group wide system of job levels and salary scales with the objective to have comparable approach in using remuneration methods, job matrix, succession and career planning. The Group HR manager will be instrumental in ensuring that this system properly used and adhered to by various Nedspice entities. Hence, frequent communication with oversees operating units will be required as well as regular travel.

Furthermore, Nedspice would like to set up a Talent Pool program that will identify talented staff for career development. Projects and coaching need to be planned and guidance to be provided. The development and management of the program falls under the responsibility of the Group HR Manager.

Lastly but not the least, Nedspice Group offers participation in the NedShare incentive scheme through which selected personnel can financially participate in the growth and wellbeing of the Group. This

program will also need to be managed by the Group HR Manager.

PROFESSIONAL EXPERIENCE/QUALIFICATIONS

- Proven track record in working and managing HR issues in an international corporate environment
- Experience in recruitment and career development programs
- Knowledge of KornFerry Hay job level qualification system is a preference
- Excellent written and verbal communication skills in both English and Dutch
- Self-starter who is passionate about his/her work and has a 'can do' mentality
- Enthusiastic and emphatic, able to convince
- Willingness to travel abroad for at least 4 times per year for a period of 1 week

CRITICAL PARAMETERS FOR SUCCESS

- Good working relationship with top management
- Develop and implement coherent personnel policy for Nedspice Group
- Lending an ear to personnel and gain their confidence
- Understanding the business

Appendix 1

Nedspice Mission, Values and Promise

The carefree part of your product

Mission

We aspire to be a spice ingredients company with profitable growth that contributes to economic, social and sustainable development.

Our belief

We believe in growth, but not at the expense of our future. It is all about our planet and our people. We want to be at the forefront of an ongoing search for the best possible and most sustainable solutions. Our innovations benefit us all.

Core values

Our core values are: curious, trustworthy, ambitious and committed

These values support our promise and drive our efforts to deliver products in-time, to continuously anticipate and innovate and to provide transparency and traceability in our supply chain.

Our Promise

Our promise is to supply ingredients that comply with regulations and that are the carefree part of our customers' products. We deliver this promise by consistently using natural and authentic raw materials and by providing traceability, transparency, quality assurance, on-time delivery and high service levels.

Working together on Sustainable Spicing

What we stand for

Nedspice stands for Sustainable Spicing, which can be characterized as an integrated and unique business approach that will deliver Nedspice's promise "The carefree part of your product" to our customers. This business approach can be described as below.

Our challenge

To be a recognised leader in the spice business and first point of call for spice and food industries for sourcing their input materials. Our aim is to be a 'partner' to our customers, the best amongst our peers, and to add value in the short as well as the long term by offering a full range of processed spices and dehydrated vegetables. In doing so Nedspice wants to grow its business and create shareholder value in which also senior and middle management will participate. Target is to show an annual Return on Equity of between 20-25%.

Customers

We support our clients to focus on their added value by delivering sustainably sourced ingredients of outstanding quality. Our objective is to provide the assurance that our customers can produce their products in a carefree manner according to their own customized specifications and needs.

How we do this

Our strategy is to combine our expertise in sourcing, merchandising and distribution with our know-how of processing ingredients in origin. This provides a unique proposition for food industries to source their ingredients in a cost-efficient manner.

We do this by sourcing, processing and delivering single spices, herbs and dehydrated vegetables in an economically efficient and quality consistent manner. This is supported by our core values: curious, trustworthy, ambitious and committed.

We share our knowledge and experience to optimize our and our customers' performance. We constantly initiate and innovate to be decisive in our market. We secure an uninterrupted supply of authentic, natural and food safe spices. We commit to the importance of developing a sustainable supply chain.

Therefore, we invest in people, hardware and in relationships to be partners.

Stakeholders

We are operating in a business-to-business environment in which we work closely with clients, farmers, employees and service providers to create advantageous propositions for all stakeholders.

Nedspice recognises that success can only be achieved in cooperation with all stakeholders, who should find incentive and motivation in working with Nedspice.

We take responsibility for improving the credibility of our industry. This we do through active participation in industry platforms like European Spice Association, American Spice Trade Association and The Sustainable Spices Initiative. We work together with governments, NGO's and research centres to secure raw material availability in the long term.

Sustainability, our long-term commitment

By prioritizing sustainability throughout the supply chain, we work together with our stakeholders towards achieving the United Nations Sustainable Development Goals (SDG).

Through the Nedspice Farmers Partnership Programme (NFPP), we encourage farmers to make cultivation practices more economically, socially and environmentally sustainable. By integrating producers into long term cooperation with Nedspice's value chain, and by providing good qualitative products, we can meet customer demands in a sustainable manner.

As partner of the Sustainable Spices Initiative (SSI), we aim to transform the mainstream spice industry into a more sustainable market, thereby securing future sourcing and boosting economic growth in producing countries. SSI is a sector wide organization that aims at sustainably transforming the spice industry in close cooperation with local farmers and NGO's.

Our plants and offices embrace sustainability principles and work to apply those in a practical and sensible manner. Our road to sustainability is measured by our Sustainability Tracker, which provides an overview of targets and achievements that will help to create a sustainable business environment.

NEDSPICE COMPANY HIGHLIGHTS

WE HAVE CUSTOMERS IN **60** DIFFERENT COUNTRIES

 **729**
EMPLOYEES
GLOBALLY

 **4000+**
FARMERS
IN NEDSPICE FARMERS
PARTNERSHIP PROGRAMME

LARGEST  **#1**
PRODUCER &
EXPORTER
OF GROUND
BLACK & WHITE
PEPPER IN
VIETNAM

REVENUE
\$121,01
MILLION
IN 2020

SALES VOLUME
28,977
MT
IN 2020

Factory 
Warehouse 
Sales office 
Customer countries 